



Internal Complaints Cell

“Your Complaints are our Improvements”

In response to the Vishakha Judgment passed by the Supreme Court in 1997, the University of Mumbai set up the 'University Women Development Cell (UWDC) in 2001 with the key purpose of making the University a gender sensitive space. The University also directed all its affiliated colleges to set up an 'Internal Complaint Committee' at the college level.

In compliance of this directive of the University, the Internal Complaint Committee of Prahladrαι Dalmia Lions College of Commerce & Economics was set up. It is an active committee comprising of staff members and students which functions with an aim to prevent sexual harassment, promote well being of all the female students and staff members and create a gender sensitized community within campus as well as in the society.

According to the Supreme Court of India, the following constitutes sexual harassment:

1. Physical contact and advances
2. A demand or request for sexual favors
3. Sexually colored remarks
4. Showing pornography
5. Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

What are the possible actions that can be taken against the respondent?

- Warning
- Written apology
- Bond of good behavior
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions



Inquiry process:

- The inquiry shall be completed within a period of ninety days from the date of the complaint.
- On completion of the inquiry, the ICC shall provide a report of its findings to the employer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.
- If the allegations against the respondent have been proved, it shall recommend punitive actions to be taken against the respondent to the employer.
- The employer shall act upon the recommendation within sixty days of receiving it.

Internal Complaint Committee has been set up to redress complaints received regarding Sexual Harassment; all employees (permanent, contractual, temporary, trainees) are covered under this policy. On 2nd April, 2019 the Internal Committee has organized a workshop on 'Internal Complaint Committee Procedure and its Role'. The Chief Guest for the event was Dr. Supriya Karande, Senator Mumbai University. Ms. Janhavi Shekhar Mhatre, Sr. Manager – Security & Investigation Air India & Advocate Rajendra M. Pawar were the eminent speakers who created greater awareness about Internal Complaint Cell amongst the teaching as well as the administrative staff of the college. In compliance with the circular received from University of Mumbai, the college has nominated the following as members of 'Internal Complaint Committee' under the above act:

Sr. No	Name of the Member	Designation
1	Prof. Sharada Gaitonde	Presiding Officer
2	Prof. Seema Shukla	Member
3	Prof. Kirti Sigtia	Member
4	Mrs. Rasika Patkar	Member
5	Mrs. Ashalata Patel	Member
6	Mr. Manohar Waghela Founder & Managing Trustee – Transforming Lives	Member- NGO



Prof. Sharada Gaitonde
Convenor